



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
REGION 4  
ATLANTA FEDERAL CENTER  
61 FORSYTH STREET  
ATLANTA, GEORGIA 30303-8960

MEMORANDUM

SUBJECT: Selection Process for Aquatic Flow Alteration Position

FROM: Tony Able, Chief  
Wetlands and Streams Regulatory Section

TO: Thomas McGill, Chief  
Oceans, Wetlands and Streams Protection Branch

DATE: 3/19/15

This position was created by the Water Executive Team recognizing the need for a Clean Water Act Section 404 expert to evaluate the biological, recreational and drinking water effects from hydrologic and hydraulic alteration of wetlands, streams and coastal areas. The position will be in the Wetlands and Streams Regulatory Section. Duncan Powell will serve as the Subject Matter Expert.

I plan to use the following process to conduct interviews and make the selection. I have selected Section Chiefs Shawneille Campbell and Molly Davis to serve with me on an interview panel. We will review the information submitted through USA Jobs and the Shared Service Center. We will interview the candidates individually asking the questions outlined below and I will allow the other Section Chiefs the opportunity to add their own questions to the list. The questions focus on the technical and policy knowledge for the position, leadership skills and ability to apply interpersonal skills to work with teams and with individuals. They also focus on the candidate's ability to work with U.S. Army Corps of Engineers, partner agencies and EPA staff to enhance EPA CWA 404 decisions. The same questions will be used for each of the candidates.

The interview questions will be as follows:

1. Explain the difference in hydrologic and hydraulic alteration as it relates to streams, wetlands and coastal environments.
2. What do you consider the most significant threats to aquatic resources in the SE United States from hydrologic and hydraulic alteration?

3. Describe at least one of your most successful experiences in coordinating with the Corps of Engineers and/or partner agencies related to hydrologic and hydraulic alteration.
4. Describe at least one of your most significant failures (setbacks) in working with the Corps of Engineers and/or partner agencies, related to aquatic resource alteration. Describe what you learned from it and what corrections have made.
5. This position will require considerable skills to work well with others. It will involve interpersonal skills for both team work and for one-on-one interactions to collaborate with others inside of EPA and externally. Describe one of your most successful projects where you were either the lead or a strong participant on a team. What team interpersonal skills did you use and how would you use those skills in this position?
6. Describe one of your least successful projects where you were either the lead or was a strong participant on a team. What team lessons did you learn about the challenges of working with people? Does that experience influence your engagement on teams now?
7. What is the difference for you in the terms project management and project leadership. Give examples of where you have exhibited interpersonal skills related to project leadership and project management. What did you learn?
8. Is there anything else you would like to add about your skills, knowledge and abilities?

After the interview process is complete, I will meet with you to discuss the process that was used, followed by a discussion of all applicants that were considered by the interview panel. As selecting official I would conclude with a discussion on my recommended selection.